DOCUMENT RESUME

ED 391 968 CE 070 897

AUTHOR Mirvis, Philip H., Ed.
TITLE Building the Competitive Workforce: Investing in Human Capital for Corporate Success.
REPORT NO ISBN-0-471-59257-9
PUB DATE 93
NOTE 256p.
AVAILABLE FROM John H. Wiley & Sons, 605 Third Avenue, New York, NY 10158-0012 ($34.95).
PUB TYPE Books (010)

EDRS PRICE Document Not Available from EDRS.
DESCRIPTORS Adults; *Dislocated Workers; Economic Development; *Employee Attitudes; *Employer Attitudes; *Employment Practices; *Labor Force; *Labor Force Development; *Older Adults; *On the Job Training; Personnel Management

ABSTRACT

This book assesses the competitive strengths and weaknesses of the management practices of North American companies. It undertakes four tasks: (1) compilation and analysis of the results of "Laborforce 2000," an intensive survey of the human resource strategies of more than 400 Conference Board member companies; (2) examination of practices across firms of different sizes and industries; (3) outline of the innovations of leading companies that have had a demonstrable result; and (4) comparison of U.S. companies with their European and Japanese competitors in such areas as education and training, work and family programs, health care costs, productivity, and quality improvement. The eight chapters of the book cover the following: "A Competitive Workforce: The Issues and the Study" (Philip H. Mirvis); "Strategic Human Resource Management" (Edward E. Lawler III, Susan G. Cohen, Lei Chang); "Restructuring and Downsizing" (Mitchell Lee Marks); "Company Policies on Education and Training" (Michael Useem); "Workplace Flexibility: Faddish or Fundamental?" (Victoria A. Parker, Douglas T. Hall); "Corporations and the Aging Workforce" (Michael C. Barth, William McNaught, Philip Rizzi); "The Changing Nature of Employee Health Benefits" (Karen Davis); and "The Findings and Their Implications" (Philip H. Mirvis). (KC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****